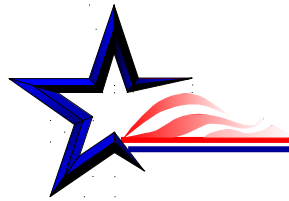




Perform to Serve

**Retaining Highly Skilled
Motivated Sailors**

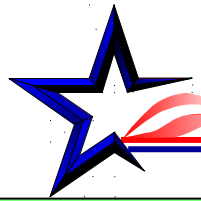
27 September 2004



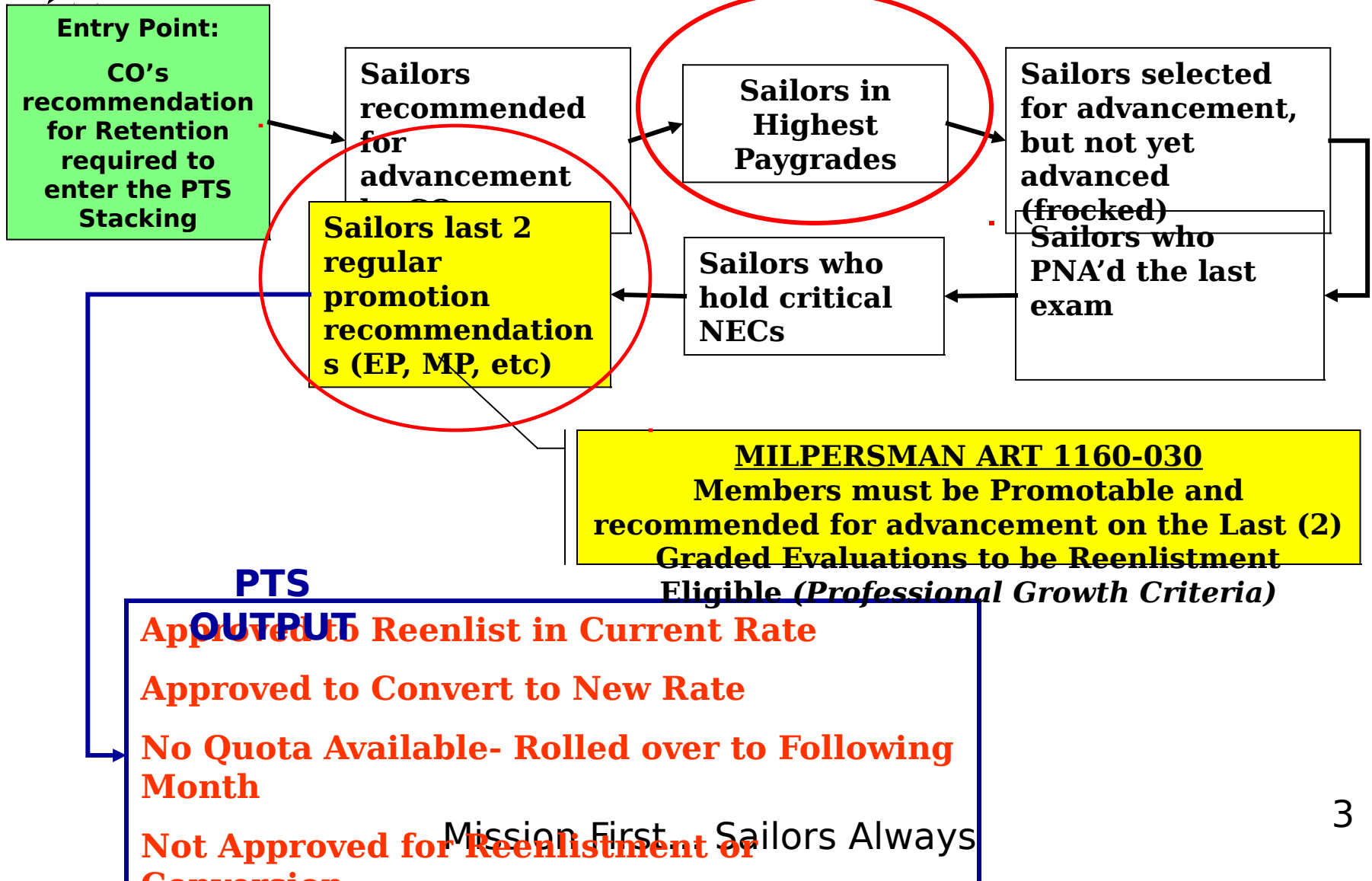
Perform to Serve

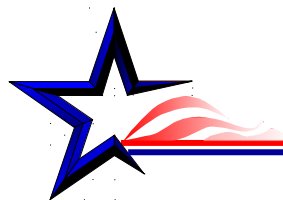
(PTS)

- **Acts as a force shaping tool by leveling rating manning from overmanned to undermanned, and acts as a quality screening by controlling reenlistments**
 - **Applies to First Term Sailors (less than six years active naval service)**
 - **Applies to all CREO 2 and 3 ratings**
- **FY04 Estimated strength impact**
 - **800-2000 Sailors**
 - **-Can be adjusted as required**
- **Nature of program**
 - **Centralized system with OPNAV-controlled quotas**
 - **Requires BUPERS authority to reenlist**
 - **Sailors may convert to undermanned rating**

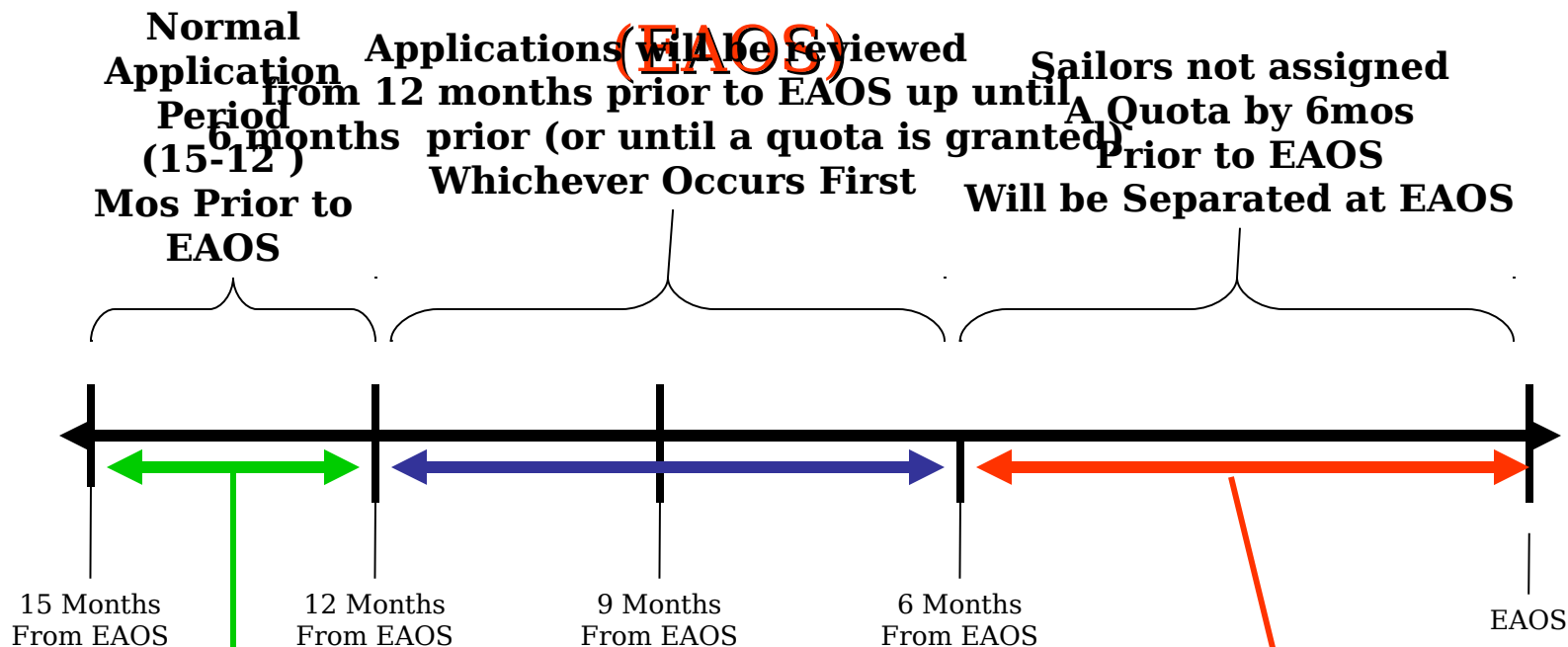


Stacking Algorithm (Defining Quality)





Application Timeline

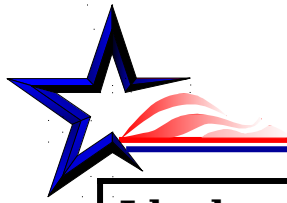


Early Application Exceptions:

- All personnel who require OBLISERV for Orders may submit applications >15 mos.(ex.. PRD Prior to EAOS)
- All Personnel Eligible for STAR Reenlistments or Eligible to reenlist greater than 12 months from EAOS.

All Applications Received Less than 6 months from EAOS Will receive only (1) Look

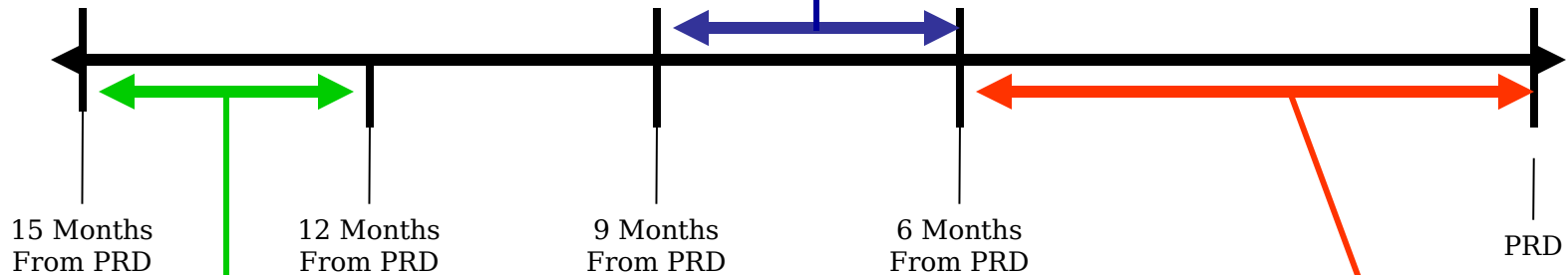
Mission First... Sailors Always



PTS and Detailing (PRD Driven)

Ideal application period for personnel who require OBLISERV. Applications should be submitted 6 months prior to normal detailing window to allow maximum number of looks..

Normal Detailing Window

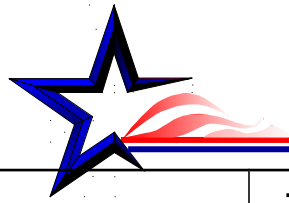


Career Planning Period

- Commands should conduct Career Development Boards on all personnel who are within 15-12 months of PRD and submit PTS Applications for those who would require OBLISERV for Orders.

**All Sailors should be under orders
No later than 6 months prior to PRD**

Mission First... Sailors Always



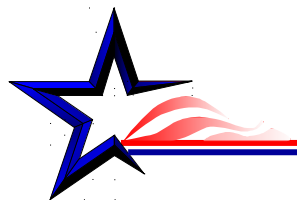
Results of August 2004,

~~18th Stack (CREO 3 and 2)~~

	June	July	August	Last 12 Months		TOTAL To Date	
Total Applicants	5,208	5,590	5,681	34,147		48,197	
In Rate	2,226	2,428	2,262	25,940	76.0%	38,397	79.7%
Convert	138	148	105	2,388	7.0%	3,954	8.2%
Rollover	2,483	2,830	3,142	*3,142	9.2%	*3,142	6.5%
Reapply	51	46	53	703	2.1%	730	1.5%
Non-Rate Reapply	49	42	52	506	1.5%	506	1.0%
Separate	261	96	67	1,468	4.3%	1,468	3.0%

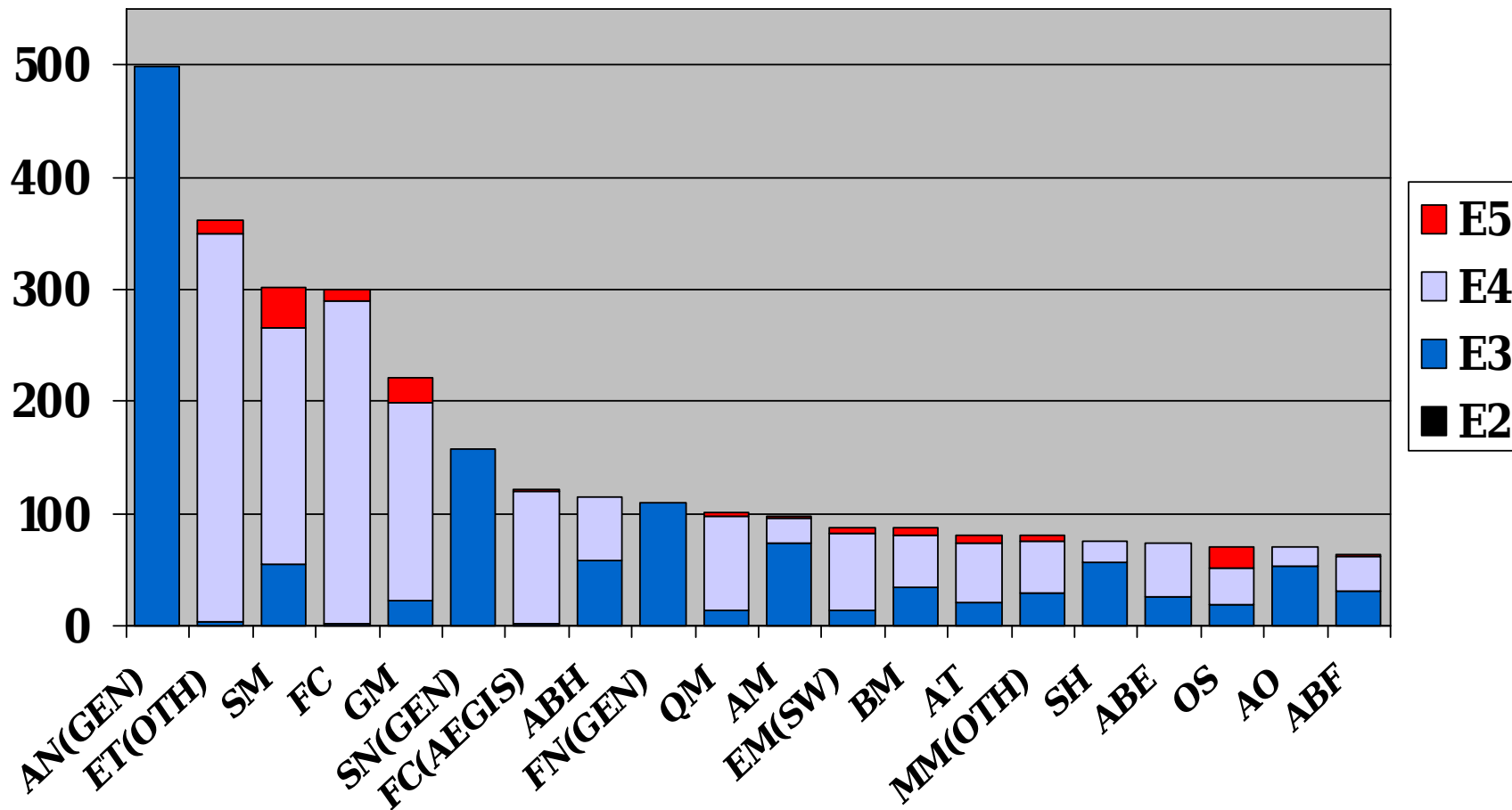
Data Updated: September 15th, 2004

* Rollovers from most recent month



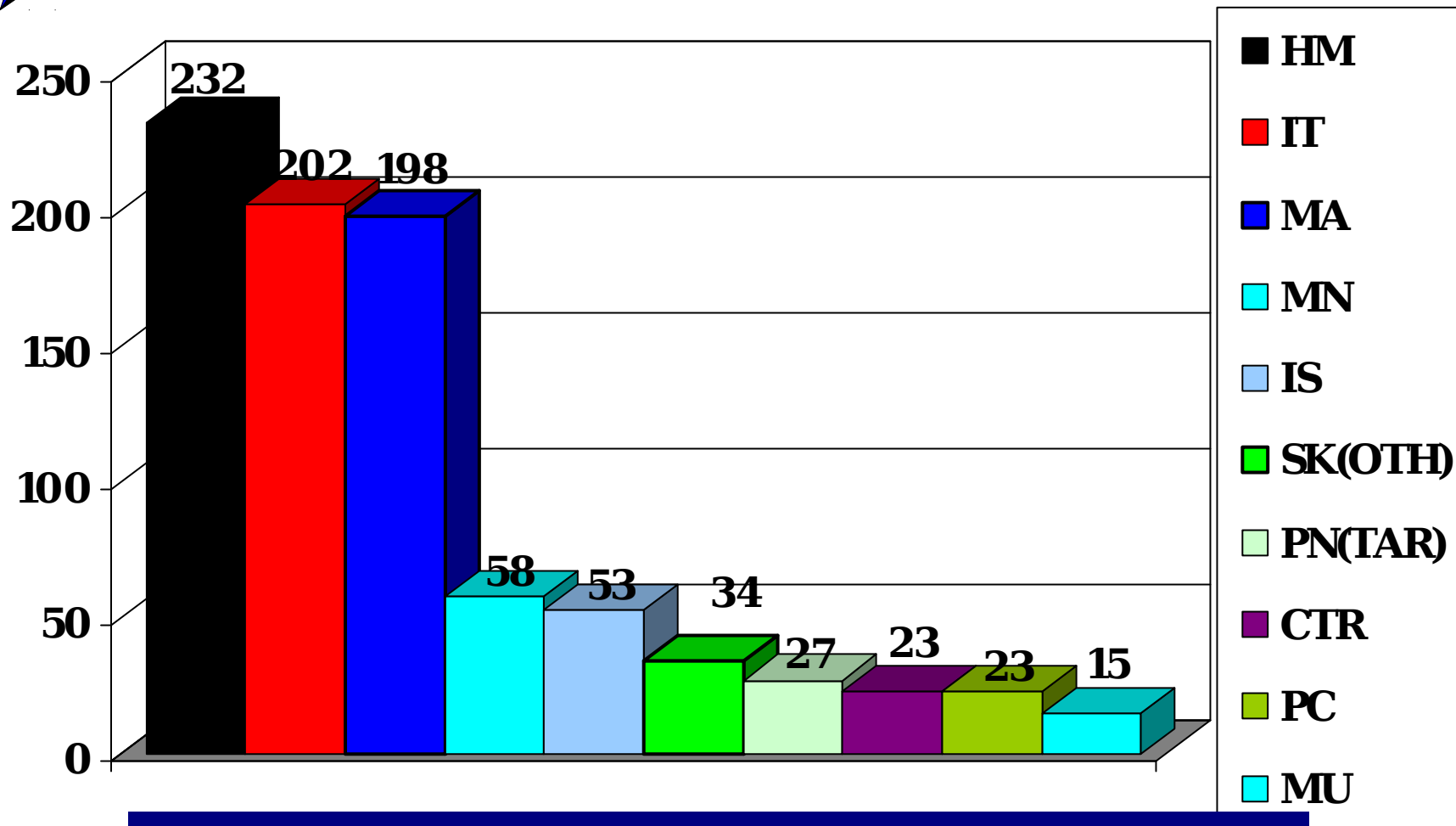
Who Took

Top 20 Rates Converted From



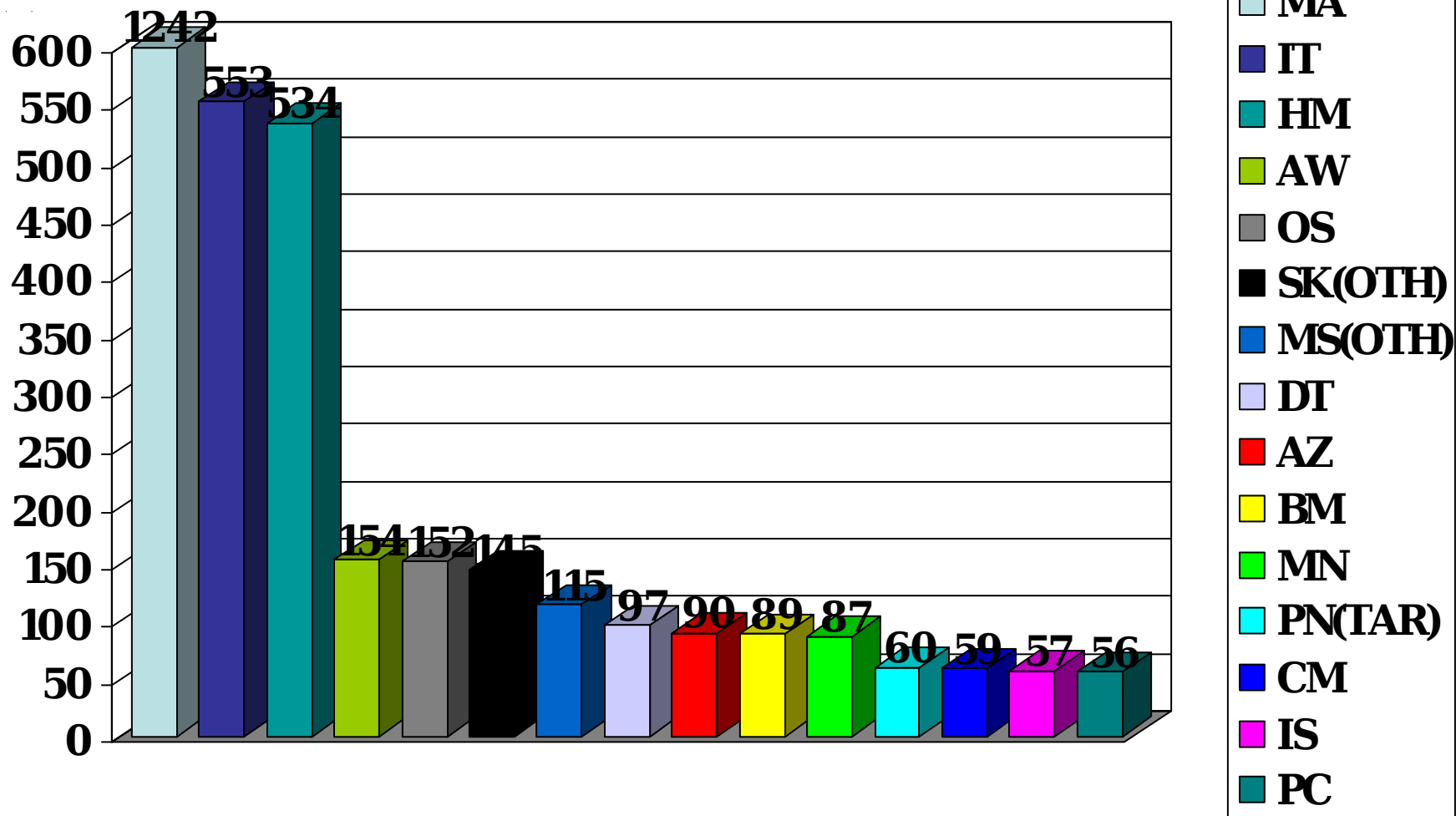
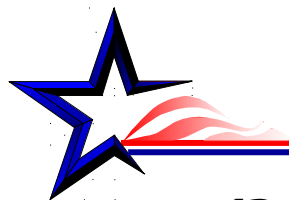


Top 10 Ratings for Conversion Past Six Months



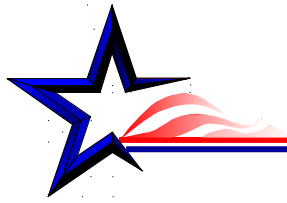
Quotas to convert change monthly.

Top 15 Converted Ratings



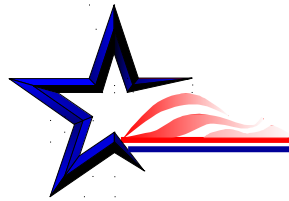
OVER 3,900 Sailors Given a 2nd Career Opportunity

Data updated: September 15th, 2004
Mission First... Sailors Always



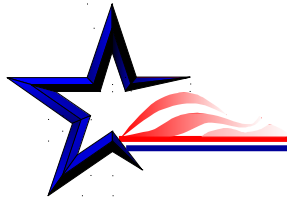
Conversion Quotas

- **215 Quotas to Enter Rates**
- **881 Quotas to Exit Rates for conversion**
 - **99 Quotas were taken by Rated Sailors to convert**
 - **6 Quotas were taken by Non-Rated Sailors to convert.**
 - *286 Non-rated applicants did not provide conversion options.*
 - *503 Non-rated applicants selected conversion to ratings that were not available, or had already been filled.*



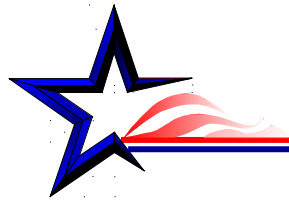
Changes too PTS

- **Expanded to Cover CREO Groups 2 & 3 for First Term Personnel - **EFFECTIVE JAN 1st, 2004****
- **Added Conversion Only Options for Those Who Desire**
- **The following ratings can not be applied for via PTS: AW, DT, DM and NC.**
- **Here to Stay! PTS is Our Principle Tool for Adjusting the Skills Imbalance and Maintaining the Quality Objectives of Our Force**
 - **Integrate With Sea-warrior Initiative**



“PTS” Checklist for Leadership

- **Monitor CREO / REGA Messages**
- **Conduct Career Development Boards for all personnel in CREO 2 & 3 Rates**
 - **Review ASVAB scores for all “First Termers” in CREO 3 ratings**
 - **Improve identified weak areas with academic skills training**
 - **Identify eligibility for Rate Conversions (to CREO 1 or 2 Rates)**
 - **Effectively counsel Sailors on CREO ratings and advancement opportunities**
- **Re-Test (ASVAB) to qualify for more rate conversions**
 - **Identify area Re-testing and Re-classification procedures**
- **Ensure each Sailor has a Professional Development Plan**
- **Manage beyond your Lifelines - Think Big Navy!**



Center for Career Development

Contact Information

**Point of contact for Perform to Serve (PTS)
Program is the Customer Service Center,
Naval Personnel Command Millington, TN.**

**1-866-U-ASK-NPC (1-866-827-5672)
cscmailbox@navy.mil**